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ROOM NO.	BUILDING	
REMARKS:		
EXA <u> <i>CV</i> </u> 01 OCT 1987		
ADDA <u> <i>[Signature]</i> </u> 01 OCT 1987		
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FORM NO.
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REPLACES FORM 36-8
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24 September 1987

FWPAC Meeting Minutes - 22 September 1987

1. A FWPAC meeting was held on 22 September 1987 at 10:30 a.m. in Room 2C40 Headquarters. Members present were:

Chair
DO/SE
DO/EEO
DCI/ICS
DI/OG/IND/NAB
DDS&T/NPIC

Observer present:

2. opened the meeting at 10:30 a.m. by handing out Certificates of Appreciation to departing members of FWPAC for their participation with the council.

made the following announcements:

Mr. Fitzgerald, D/EEO will attend the 20 October 1987 FWPAC meeting.

The "Professional Women's Course" is going to be replaced by two new courses. These courses will be for women grades GS/7-11.

The "Women's Executive Leadership Development Course" and "Professional Men's Course" have been combined and replaced by the "Culture, Power & Gender Dynamics Course." The C,P&GD had a pilot running last week which was very well received. There will be six runnings this year for men and women GS-12 and above. (see EEO news)

3. Announcements/EEO News (see attached)

4. Directorate EEO Officer Reports

DO: The 40th Anniversary of the CIA will be celebrated Wednesday, 30 September 1987 at 10:30 on the Headquarters Quadrangle. Looking forward to a large turnout. The opening remarks will be presented by Judge Webster. The 1987 Secretary of the Year will be acknowledged as well as the Agency's four remaining Charter Members. will replace as DO council representative.

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SUBJECT: FWPAC Meeting Minutes

25X1 DA: DA/EEO, [] has been out recruiting for the past several
25X1 weeks with a focus on applicants for various Minority Student Programs. The
majority of the DDA/MUPIE applicants are women. The Directorate of
Administration has selected [] of the Office of Information
Technology to serve on the Federal Women's Program Advisory Council
beginning in October 1987. New DCI Representatives have not as yet been
selected.

5. FWPAC Symposium

25X1 [] who has been extremely active on the planning committee,
gave an update on the status of the 14 October 1987 FWP Symposium. As of
25X1 22 September the committee had already received about 400 reservations for
the Conference. [] stated that some concern has been voiced as to the
absence of minority women on the program. This was not an oversight, but
was due to the inability to obtain qualified minority speakers who were
available on the date of the symposium. If this program is successful (and
it will be) an effort will be made to contact speakers earlier to make sure
there is a well represented slate for future conferences.

Logistical and administrative plans for an affair this large are
tremendous. The committee has received great support from all areas of the
Agency to include the participation of active members of the DO and DI
Women's Advisory Council. Most of the planning and arrangements have been
made, however, the committee is requesting assistance on the day of the
program with registration, lunch stations, ushering guests, program
distribution, and other tasks necessary to make the day go smoothly.

25X1 []
25X1 []
25X1 []
[]
Recording Secretary

25X1 APPROVED: [] Chair
Federal Women's Program Advisory Council

Attachment:
As stated

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FEDERAL WOMEN'S PROGRAM MANAGER/EEO NEWSNew FY-1988 Training Course

The Federal Women's Program sponsored a pilot running of a newly designed training course entitled "Culture, Power & Gender Dynamics". This course will replace both the Professional Men's Course and the Women's Executive Leadership Development Course currently offered, and is planned for six runnings in FY 1988. Attendees selected from a cross section of mid-to-upper level managers and supervisors from all Directorates, were asked to observe and critique the course for future runnings. The course is designed as a mixed gender forum which emphasizes how the awareness of culture -- shared values and basic beliefs -- impact on the individual and group successes of men and women in the Agency. Emphasis is also placed on exploring the variance and contrast in problem solving and decision making based on gender differences.

Participation in the course will help individuals plan strategies for removing systemic barriers to the full employment of women professionals. The desired result is a more effective utilization of the talents and human resources available to the Agency in its female workforce through a better understanding of gender differences and leadership styles. CPGD will integrate men and women into the same course. For further information call your training officer.

Symposium on Career Issues and Strategies

25X1 We are all delighted with the response we have received for our upcoming conference. [] tells us that we were oversubscribed long before the deadline for registration. As you know reservations will be handled on a first come basis and we regret not having more space. However we are encouraged that this program is so well received, perhaps indicating that its message is long overdue. The committee has certainly worked hard to give us high level interesting speakers -- what better role models than Senator Kassebaum and our own SIS women. At all levels, when asked, Agency personnel have responded willingly to our many requests for assistance and cooperation to help us make this a success and we are very grateful. Now, if all those who have "spiritual" influence will pray that it not rain on 14 October we will be overwhelmingly grateful.

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External Training

The Women's Center of Northern Virginia is presenting their 3rd Annual Professional Development Conference: "Today's Working Woman, Managing to Succeed" on Saturday, 7 November 1987 from 9 a.m. to 3:45 p.m. It will be held at the Sheraton Tysons Corner Hotel, Tysons Corner, VA. The cost is \$50 for Center members; \$65 for non-members with lunch included and complimentary parking. Those of you who attended the WCNV conference last year will remember now worthwhile it was.

This conference is designed for the professional woman seeking to enhance her own career development. Distinguished leaders from business, academe, government and the media will offer insights and guidance from their personal experiences and perspectives. Featured will be DE BURTON, past president of FEW; JUDY WOODRUFF, Chief Washington correspondent of the "MacNeil-Lehrer Newshour" and anchor for "Frontline with Judy Woodruff"; ANNE MOLLEGEN SMITH, editor-in-chief of Working Woman magazine; ADELE BARRETT, Senior VP of Shearson Lehman Brothers, Inc.; NANCY WOODHULL, VP, News Services, Gannett Co., Inc. and President of Gannett New Media Services; GEORGE W. JOHNSON, President of George Mason University. For more information, or to register for the conference, call the Women's Center at 281-2657.

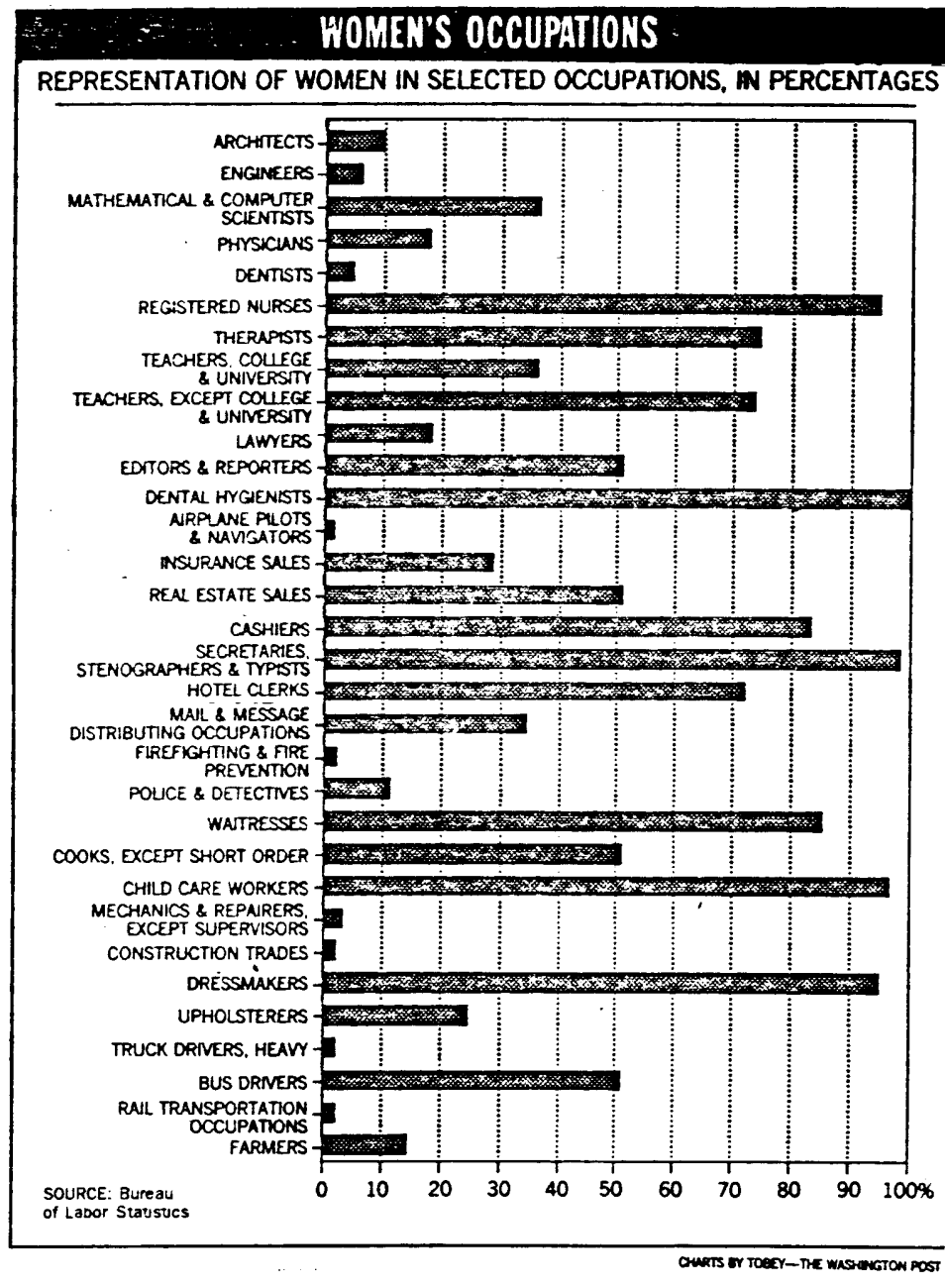
25X1 Changes in Council Representation

25X1 We had a large turnover in Council membership this past month as the terms of several expired. It has been a busy and productive year. We will miss those who leave us and wish to thank them for their interest and contribution. Those departing are: [redacted] DCI; [redacted] DA; [redacted] DO; [redacted] DI; and [redacted] S&T. We also lose [redacted] DO/EEO, who will be replaced by [redacted] Recording Secretary. We welcome [redacted] as the new Program Assistant.

25X1 Bureau of Labor Statistics

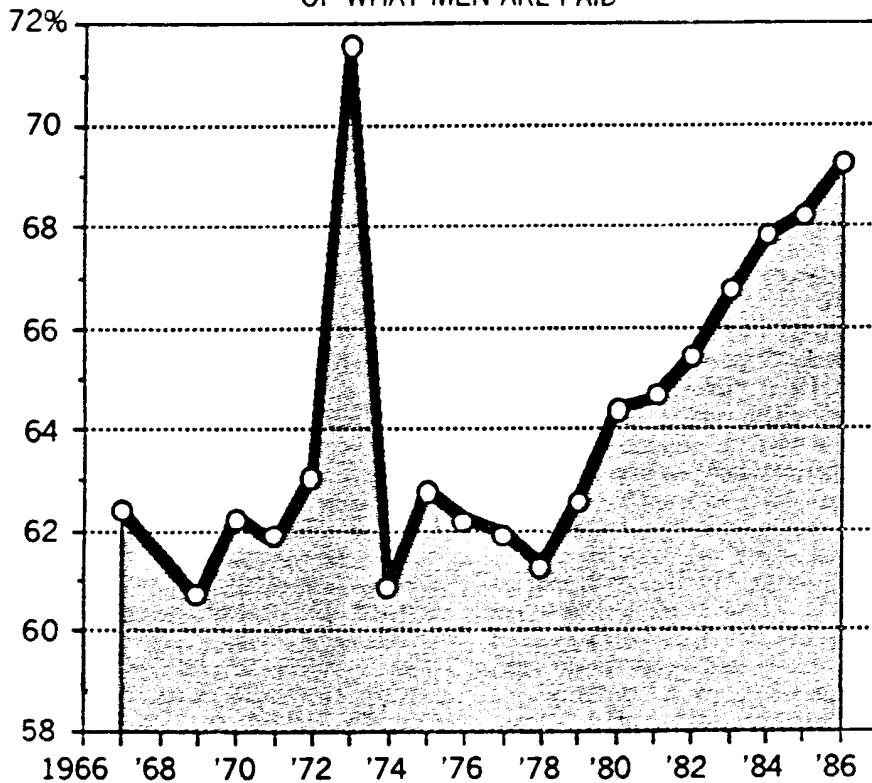
For your information I have attached copies of three charts showing the current statistics, on working women, published by the Bureau of Labor, in which you may be interested.

Attachments



EARNINGS: WOMEN VS. MEN

WOMEN'S AVERAGE SALARY AS A PERCENTAGE OF WHAT MEN ARE PAID

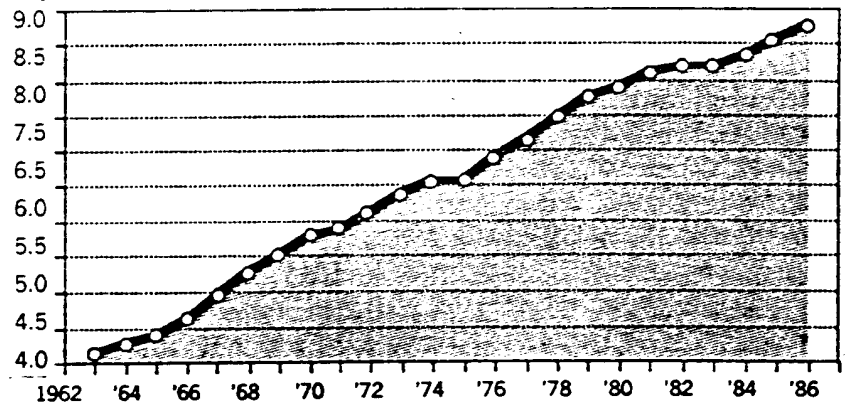


SOURCE: Bureau of Labor Statistics

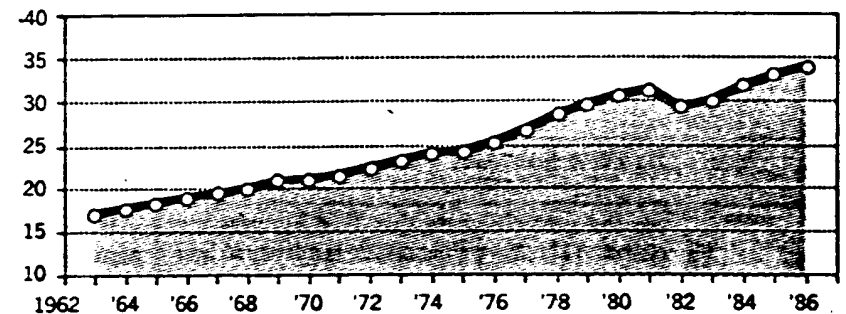
FULL-TIME OR PART-TIME?

NUMBER OF WOMEN IN THE LABOR FORCE, IN MILLIONS

PART TIME



FULL TIME



SOURCE: Bureau of Labor Statistics